Facilitation for Leaders

CFOR's Annual Training Programme

NEW COURSE BEGINS SEPTEMBER 2014

Our 6 modular Facilitation for Leaders course offers training in facilitation, organisational and community development, diversity awareness and conflict resolution.

In past courses, participants have been working on projects, dreams and visions, whether independently, or within NGOs, human rights and peace-building organisations, community groups, business, social movements and/or artistic companies.

The course is great for people interested in personal as well as project development. We will focus on leadership qualities and facilitation skills to support your work and continuing professional development.

Modules 1 and/or 2 can be taken independently. (Module 2 is the 6-day Intensive course on Group Facilitation and Community Building that is sponsored by RSPOP UK and CFOR.) Modules 3-6 are for people enrolled in the whole course, unless by special arrangement.

Module 1
September 19-21 (3 days) 2014
From Seed to Fulfillment: Personal and Community Dreams
Venue: University of London Union, ULU

This first module explores the link between your individual life and what you contribute to community, and how to revisit that link throughout your day, year and life, including in the midst of difficulties.

People often struggle with a sense of meaning, to feel in contact with who you are, your body of work, what you best contribute to this world. Or you may find the orientation, and sense of congruence between who you are and what you do, and lose it again - blocked by time, technicalities, blocks and conflicts.

Sometimes the spirit goes missing. A song loses soul. Social action loses courage. Most of us need tools and skills to be able to reconnect with the essence of what we are doing, what first called us – while getting on and honing our work, dealing with hurdles, tensions and conflicts.

We will focus on:

- methods to track and facilitate the evolution of a project, from impulse, through different stages to completion.
- how to find creative pathways out of project difficulties, by mapping the project and working internally on the outer problem and bringing the result back into the project
- how to work with feedback, opposition, forces that are disturbing and surprising twists and turns
- Leadership patterns in project fulfillment
- Recognising the original impulse or dream at the beginning of the project, and how to revisit that dream as a means of clarifying aims, objectives, targets
- The importance of rest, dreaming, gestation.
- Appreciating milestones at various stages, and evaluating your work.

Module 2
October 5-10 (6 days)
Intensive Course: Group Facilitation and Community Building
This intensive course is co-sponsored by RS POPUK and CFOR
Venue: Cecil Sharpe House, Northwest London

The course provides training in facilitation skills and conflict resolution for personal, organisational and community development and social movements.

Mornings include inner work, presentations, demonstrations, large group process, debrief and analysis. Afternoons include small group facilitation practice, large group (fishbowl) case studies, discussion and formulation of questions and learning.

We will focus on:

- The interplay between personal and spiritual development, and your contribution to community, social movements and collective change.
- Inner Work practice for facilitators
- Perceiving dimensions: content; role polarisations and history; the field or deepest part of yourself that holds the different positions.
- Attitudes with which you use your skills, including siding with the whole interaction and tracking the outer situation inside of you (second training)
- A process approach to systems theory, feedback and complexity
- How system dynamics manifest and repeat at intra-psychic, relationship, team, sub-group, organisational and community scales
- Recognising community dynamics around power, identity, nationalism, diversity, multi-cultural citizenship, violence prevention, migration and relationships in our society.

Facilitation and conflict resolution skills:

- Preparing before you facilitate. Be aware of content; connect with a range of people involved; what was the original vision and history; learn about role polarities and tension; find the potential creativity in the field.
- Sort and group the different themes; Recognise or build consensus about focus
- Invite all voices and experiences. Facilitate awareness of diversity and its complexity in relation to one another in respect to gender, sexual orientation, ethnicity and race, religion, economy, nation, language, health, disability and more.
- Facilitate awareness of dynamics of power, privilege and rank
- Facilitate awareness of our personal and collective history within our interactions, including dynamics of trauma, justice and accountability
- Step into each side fully to give it opportunity to express itself. Perceive and represent 'ghost roles', attitudes that are felt and not seen.
- Perceive and work with points of instability and potential transformation ('hot spots').
- Perceive and recognise the shared field underlying our polarization
- Perceive and anchor feeling shifts of understanding and contact.
- Facilitate at different levels of interaction, (large group, subgroup, relationship, individual)

Module 3
November 15,16 2014 (2 days)
Leadership: Inner Work, the Personal and Political

The seminar focuses on what is age-old and a new paradigm. What is personal is political, and what is political is deeply personal. During this seminar, we explore the link between the personal – our psychological and spiritual development – and our engagement and leadership in community.

The focus will be on your own inner preparation as facilitator or leader in a particular situation.

We'll use practical templates to prepare yourself as facilitator in respect to content; the role polarities; and underlying attitudes that can hold all parts.

We will work with:

- difficult moments in the midst of facilitating and leadership, including fear, attacks and wondering why you ever got into this.
- 'burning wood' – processing your affects and reactivity related to your personal and collective history, and using that personal and collective history as a source of sensitivity and compassion when supporting others' personal, spiritual and political awarenes
- perception and identity; recognizing how you perceive and how others perceive you will be linked to the part of the field you inhabit (This may relate to your gender, ethnicity, language, age, political viewpoint, history, religion. etc)

Module 4
January 23-25 2015 (3 days)
Dynamics of conflict and recovery in community

The focus is on the dynamics of conflict in organisations and society, looking at personal, local and international processes of justice, accountability and moving forward. We will look at how process concepts can contribute to this field.

The seminar includes presentations, panel discussions and exercises concerning:

- Recognising cycles of conflict, cycles of violence and prevention
- Methods for establishing dialogue, and forums within neighbourhoods and community, including community reconciliation and community building
- Support needed and useful to people working in the field of international aid and human rights
- Psychological dynamics of violent conflict - Tactics of war include: stirring fear

and chaos, demonization, dehumanization, normalization, targeting leaders, torture, targeting the soul of community, calling up past trauma, and altered states of war.

- Human rights violation as indicator of conflict and violence
- Processes of justice, and restorative justice, including International Tribunals and Truth Commissions
- How these dynamics are relevant to understanding conflicts everywhere, including those close to home

Module 5
April 24-26 2015 (3 days)
Relationship facilitation, team-work and creative work

This seminar supports a culture of relationship facilitation as a staple for organisational life.

We will focus on:

- How to facilitate one's own and others' relationship within teams, creative teams, organisations and communities
- Relationship conflict: understanding why it's so difficult; making it easier; discovering its creativity or usefulness.
- When is a conflict carrying a potentially transformative impulse for the relationship? When is it a need to separate, and when not?
- How to perceive and work with signals, to invite, complete and unfold communication
- Diversity and complexity of rank and power dynamics.
- How to map viewpoints and roles
- How to recognise the path of a cycling or escalating conflict
- Facilitating entangled points of view
- How to facilitate the content, the roles, and the deeper part of us, that can hold an interaction of all parts and viewpoints.
- Leadership and relationship

Module 6
June 6, 7 2015 (2 days)
Seed to Fulfillment: Harvest learning, celebrate milestones, disseminate, and re-seed!

This seminar focuses on project milestones – how to notice and formulate learning, celebrate, disseminate results, and re-seed a new cycle, or direction for the project. This is a point where people often feel alone, blocked, or a project goes under.

Just as catching a seed of an idea and bringing it to fulfillment is a psychological and spiritual activity as well as creative contribution, so it is a psychological skill to recognize a milestone, digest, take stock, celebrate, disseminate and re-seed.

- Appreciate and harvest learning
- Recognise milestones
- Personal awareness related to milestones, closure, celebrating and disseminating, including personal and family myths, shyness, inner critics, fear of success and failure
- Rest /and re-seed, what's next?

Online Meetings:
The one-year Facilitation course includes a series of 3 X 1.5 hours on-line meetings, focused on applying learning to specific contexts in which you work and practice.

Materials:
Participants may take part in written reflection and formulation of learning in blogs, and/ or verbally by audio or video interview Course includes handbook with theory notes, case examples and practice.

Certificate of Attendance: Annual Facilitation Training Continuing Education credit

Participants who complete this course are eligible to apply directly to the Processwork Diploma programme of RSPOP UK, upon special arrangement.

Here is what some previous participants said about what they wanted from the course:

"To gain advanced facilitation skills. To receive peer support around leadership and project development."

"I was hoping to identify in what ways I am a leader and how to be that better"

"To discover my leading skills through difficult situations that will then support me when working on projects, particularly in the arts."

"To add a new dimension to my coaching practice, my facilitation skills and learn how to do this without exhausting myself. I wanted to have a deeper understanding of myself and more self esteem around my identity, my purpose."

Here are a few comments from previous participants about what they got out of the training:

"In my projects, I have begun to receive recognition by the outer world for my efforts. I have begun to be more demanding of my team and others who are volunteering to participate."

"Radical change in self esteem and also a plethora of skill, techniques and perspectives. I learned more in a life changing sort of way."

"Achieving a fluidity I have not experienced before."

"I learned a model for structuring my perceptions and for assessing how and when to bring them in."

"I found this group to be spectacularly inspiring and supportive- creating a profoundly welcoming atmosphere."

"The training gave me confidence and conviction to try new things and approach them in different ways. I believe in my projects more, value them more and I can also let them go if I need to. I'm also deeply encouraged to know there are many others like me trying to live this out in the world."

"I'm simply flying because for the first time I'm not depressed about my 'inability' to express myself and to be creative but I have the empowerment to go get it done."

"My own personal work had a major transformative effect on me. I had been struggling for so long with a sense of not having a witness and this need was met so powerfully through my work and the engagement of the whole group. Professionally, this course helped me to really link my personal experience with my professional project, letting me understand what I have to offer and helping me to see what it looks like."

"The training has given me clarity and understanding. Not in a sense that I have all the answers but it now feels easier to find answers in order to move everything I do forward."

"I am often flattened by all the obstacles that stand in my way. This course has given me an incredible array of skills that transform those obstacles into opportunities for growth and transformation."

"Personally- (this training) has changed how I communicate with everyone. Including myself. It has given me the ability to understand and process conflicts that arise in relationships that affect my life. My project was about screenplay writing- I feel much more aware of the diversity of people; and therefore I am much more able to write authentic, complex characters"

To register for this course: Write us a short email (a couple sentences is fine) to introduce yourself and let us know about your interest in the course. We will follow with a couple questions by email (or skype if you prefer), about what you hope to gain for yourself personally and professionally by taking part. This is also a chance for you to ask us any questions.

CFOR also has a sponsored Fellowship programme, designed to offer training to people making an impact in their communities. If you, or someone you know may be interested to either apply for a fellowship, or support a fellowship, please contact us.

Course fee (taken as a whole):	£2000
From Seed to Fulfillment: Personal and Community Dreams	£400
Intensive Course on Group work and Community Development	£595
Remaining fee for the course:	£1005

(fee for participants in entire course)
This includes 10 seminar day (4 additional seminars) plus 3 X 1.5 hour online meetings)

Registration for individual seminars by special arrangement only

Leadership: Inner Work, The Personal and Political	(2 day) £300
Dynamics of Violent Conflict and Recovery	(3 day) £400
Conflict facilitation, relationships, creative work	(3 day) £300
Seed to Fulfillment: Harvest learning, milestones	(2 day) £300

CFOR has expertise working in multicultural and transnational contexts, facilitating conflict and supporting individuals, organisations and communities to do their best work.

Arlene and Jean Claude Audergon are conflict facilitators, psychotherapists, and co-founders of CFOR and Process Work UK. CFOR's programmes include: 'Beyond Conflict', focusing on post-conflict violence prevention and community building; 'Europe Matters' focusing on current issues in Europe, human rights, reckoning with our violent history in Europe while building our future as multi-cultural societies; Facilitation for Leaders' Annual Training Programme; and 'Seeds', working alongside individuals who by way of working on their own personal history are in a unique position to envision a different future for their communities.